



## DEPARTMENT OF THE AIR FORCE

HEADQUARTERS FOURTEENTH AIR FORCE (AFSPC)

JUL 11 2000

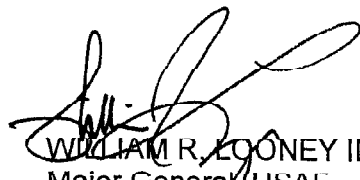
MEMORANDUM FOR 21 SW/CC  
30 SW/CC  
45 SW/CC  
50 SW/CC  
14 AF STAFF

FROM: 14 AF/CC  
747 Nebraska Avenue, Suite A300-8  
Vandenberg AFB CA 93437-6268

SUBJECT: Retention Initiative (14 AF/CC Policy Letter #00-002)

1. Retention of our warfighters is vital to the future of our Air Force. In an effort to keep America's best and brightest, I am directing squadron commanders and first sergeants to meet with all of their first and second term airman as they become eligible for reenlistment. Additionally, I expect the commanders to meet with all officers as they come up for reassignment if they are about to complete their service commitment. The purpose of these meetings is to express to our people our appreciation for their service to date, and that we want them to stay with us. These discussions should be held in a positive manner, regardless of the individual's desire to continue or not with the Air Force.

2. The attached papers highlight areas commanders and first sergeants may use in these discussions. I am convinced we can make a difference if we engage with our people. If your staff has any questions contact Maj Johnson, AFSPACE/A1, DSN 275-7979, e-mail: [robinn.johnson@vandenberg.af.mil](mailto:robinn.johnson@vandenberg.af.mil).

  
WILLIAM R. LOONEY III  
Major General, USAF  
Commander

Attachments:

1. Point Paper on Retention
2. "Why I Stay..." Anecdotal Quotes

**POINT PAPER**  
**ON**  
**RETENTION: “WHY STAY?”**

**PURPOSE.** To provide talking points for supervisors in discussing with subordinates reasons to remain in the US Air Force.

**BOTTOM LINE.** There are exceptionally sound reasons for members to continue their military careers.

**DISCUSSION:**

- We, the leadership...
  - Appreciate your service to date
  - Want to discuss what an Air Force career has to offer as you consider your options
  - Regardless of your decision to stay or not, we appreciate greatly the contribution you've made
- Early Responsibility—Resources and Supervision
  - Opportunity to manage multimillion-dollar aircraft, spacecraft, launch vehicles, computer systems, and sustaining equipment
  - Opportunity to supervise personnel at a level that, in comparison, can take many years to reach in the private sector.
- Job Satisfaction—Front Line, Challenges
  - 14 AF units are on the “front line” of our nation’s defense in space and are the critical enabler to all joint forces.
  - *Every* military member is part of an honorable profession doing something important for America.
- Leading Edge Technology
  - The Air Force in general, and Space Command in particular, is at the forefront
  - We are the steward for the operational use of some of the most cutting edge technology in the US armed forces.
- Broad Experiences and Worldwide Travel
  - The widest possible variety of career fields and job opportunities
  - The widest possible variety of locations (both CONUS and worldwide)
- Equal Opportunity, Fairness, and Respect
  - Air Force leadership: equal opportunity is integral to readiness and a cornerstone of our commitment to each member of the Air Force team
  - Preventing discrimination and sexual harassment is a proven top priority of the Air Force and its leadership.

- Job Security
    - Good performance is always expected, and necessary for career longevity
    - However, AF members are never vulnerable to the no-notice layoffs often seen in the private sector
  - Education Benefits
    - 75 percent of tuition in off-duty courses with accredited schools
    - Montgomery GI Bill may pay for up to three years of college schooling
    - Scholarships and vocation training available to military members and family
  - Health Care—for you and your family
    - Air Force leadership: the guaranteed health care benefit is *vital* to our mission
    - TriCare is the response to rapidly rising health care costs and the closure of military base hospitals; while there have been some growing pains (mirrored in private sector health care plans), TriCare will help ensure comprehensive medical care in the 21<sup>st</sup> century.
  - Lifetime Retirement Benefits
    - Individuals are typically retirement eligible after completing only 20 years of service
    - Monthly retirement pay is 50% of base pay plus benefits (e.g., medical)
- Quality-Oriented Workforce—Excellence in All We Do
- All Americans entrust military members with our nation's security and the resources of our nation, including the lives of those who serve
  - Doing the very best is not just a professional obligation, it's a moral one
  - People with an enduring commitment and dedication to the mission
- Lifetime Quality Friends—High Integrity, High Moral Standards, Drug-Free Co-workers
    - A community of well-educated members and families with shared values and ideals
    - Integrity is the bedrock of the military profession; servicemembers with integrity will always do what's right, regardless of the circumstances
  - Finally, if you decide to leave the Air Force, consider:
    - Joining the Guard or Reserve
    - And remember, if you don't find the "grass greener," we would love to have you back

***“Why I Stay...”***

- Excerpts from Jun 2000 *Intercom* Magazine

“I like the job security, the educational benefits, and the high level of responsibility that I’m given”

- SSgt, Peterson AFB, CO

“I’ve already seen and experienced more than many people only dream about in a lifetime. I take great pride in knowing that I serve in the greatest Air Force in the world. All this while obtaining a higher degree of education simply can’t be beaten. No words can express the pride I feel when I’m approached in uniform and I hear the words, ‘Great job! Keep up the good work.’”

- A1C, Shaw AFB, SC

“Probably my biggest gratification is the camaraderie, the closeness between people. You feel you’re part of a team, and there’s a lot of job satisfaction with that. I like the freshness, and the opportunity for training and to change jobs. There’s no stagnation as there might be in civilian industry.”

- 2Lt, Peterson AFB, CO

“I was sure the Air Force would provide me technical expertise and knowledge above and beyond what private industry had to offer. It has done just that. My training has enhanced my overall performance and has proven to be a viable asset in meeting my career objectives. The Air Force demands excellence, with attention to detail in every task that’s performed...Although I haven’t been in the Air Force long, I fully intend to make it my career. I believe the Air Force instills a positive attitude in its workforce, and it has provided me positive role models to contribute to my success.”

- A1C, Incirlik AB, Turkey

“I like my job. I enjoy the people I work with and how we support the mission. Sure, I could be making more money ‘on the outside,’ but I think the positives, such as traveling and moving frequently, outweigh the negatives, like deployments.”

- TSgt, Eglin AFB, FL

“I’m mainly staying in because of the training I’m receiving and good job security. I really like the quality of life in the Air Force. I work with great people and my job is challenging. Every day we’re working with evolving, cutting-edge technology. And as technology changes, we constantly have to keep up. I’m always finding new opportunities to excel.”

- 1Lt, Eglin AFB, FL

“Defending our nation is the main reason I’m staying in...I can see how my daily contributions are helping to support our Air Force, not just the bottom line of some business.”

- 1Lt, Eglin AFB, FL

“I’m getting great new training and awesome experience that will really help me when I’m looking for a job after I retire from active duty. As an added bonus, I

enjoy what I do and the people I work with. Plus I get to see the world.”

- SSgt, Eglin AFB, FL

“I believe the Air Force offers opportunities like no other career calling—boundless opportunities—if you are willing to take advantage of them! I joined the Air Force to get an education and see the world. Nearly thirty years later, having been an airman basic to staff sergeant, Airman Education Commissioning Program selectee, going from second lieutenant to lieutenant colonel, earned a bachelor’s degree in computer science, a master’s degree in aeronautical science, worked with and learned from the brightest and best leaders, and spending 16 years overseas, I guess I can say I achieved my goals. Aim High America!”

- Lt Col, Scott AFB, IL

“I have always been fascinated with the concepts of teamwork, precision, and serving the common good. I have a stable career job with good benefits. The opportunities for education and self-improvement are virtually limitless, and in my overall experience, the Air Force really does care about its people. The number of self-support and family support programs is incredible. There been occasions when I needed help, yet couldn’t ask for it, and others were there to offer me a hand and pull me up.

I plan on staying in the military for at least 20 years. The experience and fulfillment I have gotten so far would already carry me a long way out in the civilian community, and probably for mere pay. But civilian employers don’t offer what the military can as far as benefits and personal support.

I like my job, I like my place, and I feel secure in it. As long as my bills are paid, I don’t need any more than that.”

- SSgt, Maxwell AFB, AL